

Business & Finance Leadership Career Ladder

The Business and Finance Leadership Career Ladder at UAB provides a pathway for professionals overseeing financial and administrative operations at a high level. These roles play a critical function in shaping institutional strategy, ensuring fiscal integrity, and maintaining compliance with financial policies while directly supervising other business and finance professionals.

Beginning with Manager-Fiscal Affairs, professionals manage financial operations within complex units, ensuring compliance, reporting accuracy, and strategic resource allocation while advising senior leaders on financial improvements. Advancing to Director-Fiscal Affairs, individuals take on a broader leadership role in financial forecasting, grants administration, and space and facility planning, serving as key financial advisors to university executives. At the highest level, Director-Administration and Fiscal Affairs combines financial and administrative oversight, driving strategic planning, personnel policy enforcement, and institutional efficiency across multiple departments or schools.

This career ladder equips leaders with the expertise and vision to drive financial sustainability, institutional growth, and operational excellence across UAB.



Click on a job title above for additional information.

Manager-Fiscal Affairs

The Manager-Fiscal Affairs role oversees and manages the financial operations of a large or complex unit, ensuring compliance with established accounting principles, financial analysis, and budgeting procedures, and supervising daily departmental accounting activities, including the processing of financial transactions, vendor interactions, and adherence to institutional policies. The Manager-Fiscal Affairs is responsible for monitoring and reporting on financial resources, developing and managing budgets, providing financial analysis to support decision-making, supervising a team handling financial system updates, and ensuring accurate reporting and compliance with regulatory requirements. The Manager-Fiscal Affairs collaborates with senior leaders and provides recommendations for financial improvements, short-term investments, and/or revenue generation activities, and acts as a liaison between the department and higher-level administration, supporting both strategic financial planning and operational efficiency.

EDUCATION/ EXPERIENCE:	Bachelor's degree in Accounting, Business or a related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.
-----------------------------------	--

GRADE:	W.G395
---------------	--------

FLSA STATUS:	Exempt
---------------------	--------

REMOTE/HYBRID:	Eligible
-----------------------	----------

CAREER LEVEL:	Functional Manager
----------------------	--------------------

Director-Fiscal Affairs

The Director-Fiscal Affairs role directs the financial affairs of a large, complex department, school or multiple departments reporting to a vice president/provost, representing and speaking on behalf of the dean, chair or vice president/provost with regard to all financial matters. The Director-Fiscal Affairs is responsible for financial analysis/forecasting/budgeting, enforcement, space and facilities planning, and grants administration; establishes financial systems for department(s); directs staff as necessary to assure completion of projects and proper functioning of business and program operations; and may be involved in programmatic aspects of department(s).

EDUCATION/ EXPERIENCE:	Bachelor's degree in Accounting, Business or a related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.
-----------------------------------	--

GRADE:	W.G410
---------------	--------

FLSA STATUS:	Exempt
---------------------	--------

REMOTE/HYBRID:	Eligible
-----------------------	----------

CAREER LEVEL:	Functional Director
----------------------	---------------------

Director-Administration and Fiscal Affairs

The Director-Administration and Fiscal Affairs role directs the administrative and financial affairs of a large, complex department(s) or school, representing and speaking on behalf of the dean, chair or vice president/provost with regard to all administrative and financial matters. The Director-Administration and Fiscal Affairs is responsible for financial analysis/forecasting/budgeting, personnel policy interpretation and enforcement, space and facilities planning, and grants administration; establishes administrative and financial systems for department(s); directs staff to ensure completion of projects and proper functioning of business and program operations; and uses a variety of software in performance of the functions of the title including Microsoft Office, Oracle, and others as designated by the department or school supported. The Director-Administration and Fiscal Affairs may be responsible for strategic planning and information systems management for the work unit and may be involved in programmatic aspects of department(s).

EDUCATION/ EXPERIENCE:	Bachelor's degree in Accounting, Business or a related field and ten (10) years of related experience required. Work experience may NOT substitute for education requirement.
-----------------------------------	---

GRADE:	W.G420
---------------	--------

FLSA STATUS:	Exempt
---------------------	--------

REMOTE/HYBRID:	Eligible
-----------------------	----------

CAREER LEVEL:	Functional Director
----------------------	---------------------